



FOX 5/WNYW-TV

&



MY 9/WWOR-TV

Annual EEO Public File Report

**Coverage Period:
January 20, 2019 – January 19, 2020**

FOX 5/WNYW & MY 9/WWOR **RECRUITMENT SUMMARY INFORMATION**

Coverage Period: January 20, 2019 to January 19, 2020

Station's Comprising Station Employment Unit: WNYW-FOX 5 & WWOR-MY 9

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Recruitment Source of Hire	Date of Hire
Writer/Fill-In Line Producer	Internal Job Posting	01/16/19
HVAC Engineer – union position	Website	01/28/19
Reporter – union position	Agent	05/06/19
HVAC Engineer – union position	Website	05/27/19
Digital Content Creator	Website	05/27/19
Reporter – union position	Agent	08/12/19
Broadcast Maintenance Engineer – union position	Website	08/26/19
Master Control Technician – union position	Internal Job Posting	08/26/19
Building Facilities Maintenance	Website	10/14/19
News Assistant – union position	Internal Job Posting	10/28/19
Writer/Fill-In Line Producer – union position	Website	11/18/19

Total Number of Persons Interviewed During Applicable Period: 72

Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Internal Job Postings Workday Career Section	7	Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance
FOX Careers Website www.foxcareers.com	33	Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance
MINORITY & WOMEN'S ORGANIZATIONS		
American Corporate Partners – ACP (Veterans Program) Samantha Laszlo 400 Madison Avenue, Suite 7A New York, NY 10017 info@acp-usa.org		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant
National Association of Hispanic Journalists (NAHJ) Carmen Cuisdao Cec2177@caa.columbia.edu		Writer/Fill-In Line Producer News Assistant Broadcast Maintenance Engineer
NY Association of Black Journalists (NYABJ) president@nyabj.org		Writer/Fill-In Line Producer News Assistant
NYS Dept. of Commerce Minority & Women's Business Dev. 633 Third Avenue, 33 rd Floor New York, NY 10017 mwbecertification@esd.ny.gov		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant

National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 info@naaap.org		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant
National Hispanic Business Group 45 West 21 st Street – Suite 6D New York, NY 10010 info@nhbg.org		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant
National Society of Black Engineers c/o Women in Science & Engineering wisedirector@nsbe.org		Writer/Fill-In Line Producer News Assistant
National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 president@nabj.org jlwooten@nabj.org dbrooking@nabj.org	1	Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Master Control Technician Building Facilities/Maintenance News Assistant
New York Women in Communications 355 Lexington Avenue, 15th Floor New York, NY 10017 info@nywici.org		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant
COLLEGES & UNIVERSITIES		
Lehman College Career Services Center 250 Bedford Park Blvd. West Bronx, NY 10468 Nancy.cintron@lehman.cuny.edu		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant

Monmouth University Career Service Center 400 Cedar Avenue West Long Branch, NJ 07764 jmass@monmouth.edu		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance
Hunter College Room 805 East New York, NY 10021 career@hunter.cuny.edu		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance
St. John's University 8000 Utopia Parkway, Queens, NY 11439 gonzalep@stjohns.edu		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant
Brooklyn College Journalism Director 2900 Bedford Avenue Brooklyn, NY 11210 nataliag@brooklyn.cuny.edu		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance
Queensborough Community College Director of Career Services 222-06 56th Avenue Bayside, NY 10013 Constance Peluso careerservices@qcc.cuny.edu		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance
INDUSTRY, TRADES, JOB BOARDS		
New Jersey State Job Bank John Fitch Plaza Trenton, NJ 08625 Patricia Moran workforce@dol.nj.gov		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant

New York State Dept. of Labor Business Services-NYC Region 9 Bond Street, 4 th Floor Brooklyn, NY 11201 718-613-3491 Michael Caputo Michael.caputo@labor.ny.gov Nyc.jobbank@labor.ny.gov		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance News Assistant
City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2 nd Floor East Orange, NJ 07017 Ladonna.johns@eastorange-nj.gov		Writer/Fill-In Line Producer (2) HVAC Engineer (2) Digital Content Creator Broadcast Maintenance Engineer Master Control Technician Building Facilities/Maintenance
Agent	2	General Assignment Reporter (2)
Employee Referral	1	
Job Board – Handshake* San Francisco, California https://joinhandshake.com/		

* Handshake is a job-sourcing network associated with over 700 colleges and universities across the country. Through registration with this source, we select specific colleges and universities to which Handshake distributes our job opportunities.

In addition to the recruitment resources listed above, we also interviewed from other internet sources: (21) from Indeed, (3) from LinkedIn, (1) from MediaBistro, (2) Careerbuilder and (1) from TVJobs.

In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated FOX Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

All FOX O&O Human Resources Station Contacts:

<p>KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 Denise.Rosas@foxtv.com</p>	<p>WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 Sharming.Scott-Nathan@foxtv.com</p>	<p>WTFX 330 Market Street Philadelphia, PA 19106 Adrienne.Pritchett@foxtv.com</p>
<p>KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 Nicole.Robles@foxtv.com</p>	<p>WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 Regina.Davis@foxtv.com</p>	<p>KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 Tracey.Rivers@foxtv.com</p>
<p>WJBK 16550 W. Nine Mile Road Southfield, MI 48075 Cyntyhia.Smith@foxtv.com</p>	<p>KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 Diana.Pike@foxtv.com</p>	<p>WTTG/WDCA 5151 Wisconsin Avenue NW Washington, DC 20016 Murphy.Baker@foxtv.com</p>
<p>KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 Kate.O'Hara@foxtv.com</p>	<p>WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 Iraida.Morillo@foxtv.com</p>	<p>KTBC 119 E. 10th Street Austin, TX 78701 Lisa.Cordes@foxtv.com</p>
<p>WJZY/WMYT 3501 Performance Road Charlotte, NC 24214 Karen.Bouldin@foxtv.com</p>	<p>KTVU/KICU 2 Jack London Square Oakland, CA 94607 Chris.Nohr@foxtv.com</p>	<p>FOX Stations Sales 205 East 67th Street New York, NY 10065 Bonnie.Yuen@foxtv.com</p>
<p>WTVT 3213 W. Kennedy Blvd. Tampa, FL Iris.Sierra@foxtv.com</p>	<p>TVHO 1211 Avenue of the Americas New York, NY 10036 Heather.Frascella@foxtv.com</p>	

It is the general practice to list all open positions on the WNYW and WWOR station websites in addition to the Fox careers website.

www.fox5ny.com
www.my9nj.com
www.foxcareers.com

Section 3: Supplemental Outreach Activities

1. **(i) Participation in at least four (4) job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

Our Stations regularly participate in local and national career/job fairs. Career/job fairs provide applicants and potential candidates with the opportunity to learn about FOX Television Stations and the job opportunities and internship/mentoring programs available within our group. A list of current job openings and station contact information is available upon request. FOX Television Stations, WNYW/WWOR Human Resources and other management staff regularly participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair on July 10, 2019 and attended by Roselyn Barranda, WNYW/WWOR HR Director, Bonnie Yuen, FSS HR Director and Spencer Woods, HR intern. Recruitment for all FTS O&O's.
- National Association of Hispanic Journalists (NAHJ) Convention & Career Fair – Held on September 5, 2019 – September 6, 2019 in San Antonio, TX and attended by Tracey Rivers, KRIV/KTXH HR Director, Nicole Robles, KDFW/KDFI HR Director, Susan Schiller, KRIV/KTXH VP/News Director and Pam Vaught, KTBC VP/News Director. Recruitment for all FTS O&O's.
- National Association of Black Journalists (NABJ) Convention & Career Fair - Held on August 7, 2019 – August 9, 2019 in Miami, FL and attended by Iris Sierra, FTS Regional HR Director, Karen Bouldin, WJZY/WMYT HR Director and John Hoffman, WTVT VP/News Director. Recruitment for all FTS O&O's.
- Asian American Journalists Association Career Fair (AAJA) – Held on July 31, 2019 – August 2, 2019 in Atlanta, GA and attended by Kate O'Hara, KMSP/WFTC Human Resources, Regina Davis, WAGA HR Director and Scott Stucky, WAGA VP/News Director. Recruitment for all FTS O&O's.
- California State Berkeley NABJ Career Fair – Held on November 2, 2019 in Berkeley, CA and attended by Christine Nohr, KTVU HR Manager. Recruitment for all FTS O&O's.
- Howard University Career Fair – Held on February 28, 2019 in Washington, DC and attended by Heather Frascella, FTS HR Director and Bonnie Yuen, FSS HR Director. Recruitment for all FTS O&O's.
- Howard University School of Communications Job & Internship Fair – Held on October 25, 2019 in Washington, DC and attended by Murphy Baker, WTTG HR Director and Bonnie Yuen, FSS HR Director. Recruitment for all FTS O&O's.
- St. John's University Internship & Career Fair – Held on September 19, 2019 in Jamaica, NY and attended by Bonnie Yuen, FSS HR Director. Recruitment for all FTS O&O's.

- Long Island Connection Day – The Station participated in the Fair Media Council News Conference and provided attendees with information regarding internships, training programs and networking opportunities in media. Held on 12/3/19 and attended by Briana Panetta, News Assistant.

Section 3: Supplemental Outreach Activities continued.

2. (iv) Participation in at least four (4) events, sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

WNYW/WWOR is dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts are supported by public speaking engagements by our staff, which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and community events. During this reporting period, the Station participated in various community affairs programs and events:

- Read Across America at Cliffside Park Elementary School; Tina Cervasio attended as a guest participant - March 25, 2019
- The University of Maryland Alumni Association's 9th Annual Maryland in Manhattan
- C.V. Start intermediate school in Brewster; Mike Woods visited as a guest – April 24, 2019
- Opening Luncheon Featured Conversation at the B&C/Multichannel Business of Multicultural TV & Video Summit, Stewart Hotel; Dan Bowens participated as a panelist – April 30, 2019
- PS 146 Career Day, Howard Beach, Queens; Mike Woods visited as a guest – May 22, 2019
- WOR Len Berman Radio Show, The Cutting Room; Rosanna Scotto participated as a panelist – June 19, 2019
- William Cullen Bryant High School Graduation, St. John's University; Jessica Formoso participated as a guest speaker – June 28, 2019
- Derek Jeter's Turn 2 Foundation Youth Panel; Lisa Evers participated as a moderator – August 8, 2019
- Duke Alumni Association Table for Six networking event; Mike Sacks participated as a host – November 2019
- 2nd Annual NBA Women's Leadership Forum, Jacob Javits Center; Lori Stokes participated as a moderator – November 8, 2019

"Meet and Greet"/"Group Q&A" Information Sessions

The Station provided a "Meet and Greet" and "Q&A" Information Session for college advisors and students, one of the purposes of which is to increase interest in pursuing broadcast careers. The participants had the opportunity to learn about opportunities and careers within the field of television sales and broadcasting. The list of colleges that participated are as follows:

3/7/19 – "Meet and Greet" with Hunter College

6/3/19 – "Meet and Greet" with Ithaca College

7/11/19 – "Meet and Greet" with Mercy College

10/4/19 – "Group Q&A" with Mercy College

10/10/19 – "Group Q&A" with Manhattan College

11/8/19 – "Group Q&A" with Hunter College

11/19/19 – "Meet and Greet" with CUNY Graduate School of Journalism

Section 3: Supplemental Outreach Activities continued.

3. **(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

Internship Program

FOX 5/WNYW and MY 9/WWOR has an ongoing Internship program for college juniors and seniors majoring in broadcast communications and/or journalism as well as other areas. Individuals have the opportunity to learn from trained professionals in various departments, including News, Good Day New York, Community Affairs, Sales, Sports, Creative Services, FOX Stations Sales and Human Resources. Candidates must be eligible to receive academic credit in order to be eligible for the program.

WNYW and WWOR provided internships to 14 students for academic credit during the semesters from Spring 2019 through Fall 2019. The students interned in News, Sports, Human Resources, Good Day New York, Sales, Creative Services, FOX Stations Sales and Community Affairs. The interns included students from Syracuse University, Brooklyn College, George Washington University, Queens College, Marymount Manhattan College, New York Institute of Technology, Western Connecticut State University, Ithaca College, New York University, Monmouth University, University of the West Indies, Western New England University, University at Buffalo.

In addition, the Stations also held seminars and sessions during various internship semesters:

Trainee & Internship Seminar - Informational Career Seminar for trainees and interns held on July 31, 2019, on learning the different facets that comprise a television station, meeting with station professionals on "A Day in the Life of a

General Manager," "The Many Roles within the Sales Department," "Understanding Ratings, Research, Programming and Viewership," "Creative Services: Producing Promos," "My Career in the Media Industry" and "Your Career Goals & What's Next?" Participants included Roselyn Barranda, HR Director; Lew Leone, VP/General Manager; Nick Gardner, VP/Director of Sales; Dan Carlin, VP Programming, Research, Creatives Services & Community Affairs; Kenneth Ashley, Creative Services Director, Byron Harmon, VP/News Director. Students attended were from Syracuse University, Brooklyn College, George Washington University, Queens College, Marymount Manhattan College, New York Institute of Technology, Western Connecticut State University, Ithaca College, New York University, Monmouth University, University of the West Indies, Western New England University, University at Buffalo, San Diego University and Highschool of Telecommunication Arts & Technology.

Section 3: Supplemental Outreach Activities continued.

4. **(vi) Participation in job banks, internet programs and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies).**

Fountain House Transitional Employment Program

WNYW participates in the on-going transitional employment program with Fountain House, an organization that works within the mental health community, in their transition back into the workplace. Individuals work for six to nine months within the Station. The objective of the program is to break the negative stereotypes and debilitating stigma that surround the label of mental illness; in addition to helping those individuals regain their self-esteem, self-confidence and a sense of purpose in preparing them to pursue an outside paying job.

The Station currently employs four (4) individuals from the program.

Section 3: Supplemental Outreach Activities continued.

5. **(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.**

The Stations also participate regularly in career mentoring and scholarship programs at schools and universities. Examples of such events during the period above include:

- **PENCIL Fellows Program**

Fox Television Stations is involved in an educational partnership with PENCIL and the Department of Education's Virtual Enterprises program. This program provides successful career-minded New York City public high school juniors and seniors with dynamic experimental learning experiences through full-time paid summer internships at the stations.

The Station hosted a PENCIL fellow from Highschool of Television Arts & Technology from July 8, 2019 – August 16, 2019 who gained valuable career experience in the areas of Finance, Production and Engineering, Creative Services, Community Affairs, Good Day New York and News.

- **Emma L. Bowen Foundations for Minority Interests in Media**
Established in 1989, the Emma L Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the student interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

As a result of WNYW & WWOR's participation as a Media Partner in the program, many students have obtained training and staff jobs as well as funding for their college and university education.

The Station and FOX Stations Sales hosted two (2) students from the program throughout the year from San Diego University and Syracuse University. The students worked in FOX Stations Sales and Good Day New York.

Additionally, Emma Bowen Board Advisory Meetings are held throughout the year to discuss efforts on hiring EBF students after graduation and leadership development programs for rising seniors. Meetings were held via conference on January 22, 2019, April 25, 2019, July 10, 2019 and October 8, 2019.

- **FOX Corporate "Adopted High School" Program**
Fox Corporate participated in the Adopted High School Program with FOX 5/WNYW and St. John's Prep in Astoria, NY, donating broadcast equipment for the students to learn more about production operations within the studio/control room, newsroom operations and developing their broadcasting abilities and academic goals within their school television station.

Section 3: Supplemental Outreach Activities continued.

6. **(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

WNYW and WWOR encourage employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. The Station has trained and promoted internally from the following programs:

Six Month Training Program

FOX 5/WNYW and MY 9/WWOR offers a hands-on Six Month Training Program for college graduates interested in obtaining valuable experience in the various fields of Television Broadcasting. This training program requires no previous broadcast work experience, thereby, when the six-months training period is completed, the goal is to provide the trainee with the prerequisite skills to acquire an entry-level position in the broadcasting field.

The Six Month Training Program is offered in various departments, including News, Good Day New York and Production/Engineering.

Sales Training Program

FOX Stations Sales, an in-house sales organization maintains a program to train new Account Executives with the overall goal of providing an internal pool of talent for future Account Executive positions within FOX Television Stations and FOX Stations Sales. This program consists of both coursework and hands-on training. Station participation is active during the program through various workshop sessions and training meetings. At the end of the program, individuals are assigned to Stations and sales offices throughout the United States. Elizabeth Pritchard, FSS VP of Training & Development & Bonnie Yuen, FSS HR Director oversee this program.

Graduates from the program this year were assigned to FOX Stations Sales teams in New York (1), Chicago (1), Los Angeles (1) and WFLD station in Chicago (1).

Additional Department Training Opportunities

During this reporting period, the Station provided training for employees in various departments:

Sales Department

- Learning and Development Seminar – September 30, 2019 for new sales assistants to explore career opportunities within FOX Stations Sales and FOX Corporation; conducted by Tom Fleming, SVP Sales, Dino Capuano, Manager of National Group Sales Business Development, Dan Juvan, Manager of Business Development, James Gallagher, Digital Sales Manager, Roselyn Barranda, WNYW/WWOR HR Director and Bonnie Yuen, FSS HR Director.
- NYSBA Digital Training – April 19, 2019 for Rita Leong and Stacey Bruno for IAB DMSC Recertification and to discuss new sales techniques and ways to increase productivity.

Human Resources Department

- FOX Corporate “Train the Trainer” – October 1, 2019 for all HR Directors and Managers within FOX groups for inclusion and harassment prevention.
- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and updates.
- Non-Harassment & Discrimination Prevention Training – October 23-25, 2019 for all employees, incompliance with company policies and NYC Sexual Harassment Training requirements.

- AIRS DCR Course: Diversity and Inclusion Recruitment – December 12, 2019 for Bonnie Yuen, FSS HR Director to improve diversity recruiting efforts by understanding the impact of diversity in any business, locating resources and creating strategies.
- 2019 New York Fall Labor and Employment Seminar – November 6, 2019 for Jean Fuentes, SVP FTS and Roselyn Barranda, WNYW/WWOR HR Director to discuss the Year in Review, FMLA/ADA Horror Stories and National Labor Relations Board Updates, Recent Developments in New York Employment Law; presented by Dechert LLP.
- Workday Learning & Development Training - Available in Workday for all employees – “LinkedInLearning,” “Mentor Match,” and “Harvard Business Mentor.”
- Compliance Training – Ongoing yearly for all staff employees on “Annual Compliance Certification,” “Anti-Bribery and Anti-Corruption,” Cyber Security-Phishing” and Anti-Trust Basics.”

Engineering Department

- BMS Training – Ongoing since October 2019 for HVAC Engineers for the new Building Management System.
- Electrical Training – Ongoing training for Chief Electrician to maintain electrical license.

In addition, the Station continues to provide training and certifications for various Station personnel appointed as Fire Safety Directors and Emergency Action Plan Directors, as required by New York State Fire Department.